



Diversity and Inclusion— Honoring Hispanic Heritage Month, Indigenous People’s Day and MED Month

Like its colorful terrain from the mountains to the coastal region, North Carolina’s cultural palette is rich in diversity.

Celebrating North Carolinians and the cultural enrichment they bring to our state is an integral part of Governor Roy Cooper’s mission and vision to acknowledge and educate on the importance of diversity within our communities, businesses and in our state as a whole.

In October, Governor Cooper issued proclamations honoring and spotlighting the history and contributions of American Indians, Hispanics and minority-owned businesses.

Throughout the month, the Department of Administration (DOA)

joined Governor Cooper in celebrating the national observances of Hispanic Heritage Month, Indigenous People’s Day and Minority Enterprise Development Month.

Hispanic Heritage Month

September 15—October 15 marked National Hispanic Heritage month. Governor Cooper issued a

[proclamation](#) paying tribute to the culture, history and achievements of Hispanic people, recognizing Latinos, Hispanics and Latin American people in North Carolina for their many contributions to American society.

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NC Department of Administration
Governor’s Deputy Director of Outreach Matty Lazo-Chadderton and DOA Secretary Machele Sanders (centered) celebrates Hispanic Heritage Month with featured local artists.

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Diversity and Inclusion, Cont.

During the month-long observance, DOA displayed the works of local Hispanic artists. Representing various mediums of art from oil to acrylic, all featured artwork were uniquely designed and inspired from countries ranging from Cuba to Honduras.

On October 10, in a special event, DOA employees and guests gathered to learn about the history of Hispanic Heritage Month and the work on display by each artist.

DOA Secretary Mabelle Sanders, artists and DOA employees were joined by the Governor's Deputy Director of Outreach, Matty Lazo-Chadderton, who share the background and significance of Hispanic Heritage Month.

Indigenous People's Day

First proposed in 1977 by the International Conference on Discrimination Against the Indigenous Population in the Americas, Indigenous People's Day recognizes the culture and historic sacrifices of American Indians across the nation.

Prior to the proposal, DOA's [Commission of Indian Affairs](#) was established by the North Carolina General Assembly in 1971 to advocate for local, regional and national American Indian concerns.

Today, many across the state and nation come together annually on the second Monday of October to honor American Indians. In a [proclamation](#) signing, Governor Cooper declared October 14, 2019 as Indigenous People's Day, paying homage to the more than 122,000



2018 American Indian Heritage Month Celebration in downtown Raleigh

American Indians who call North Carolina home.

North Carolina has eight state-recognized tribes including the Coharie, Eastern Band of Cherokee, Haliwa Saponi, Lumbee, Meherrin, Occaneechi Band of Saponi, Sappony and Waccamaw-Siouan. Tribal communities held events across the state in honor of Indigenous People's Day.

Minority Enterprise Development Month

In conjunction with Minority Enterprise Development (MED) Week, which kicked-off convenings in September to promote the awareness and development of minority and women-owned businesses in North Carolina, Governor Cooper signed a [proclamation](#) declaring October 2019 as Minority Enterprise Development Month (MED Month).

The proclamation acknowledges the outstanding achievements of minority businesses, corporations and financial institutions throughout the state.

Historically Underutilized Businesses (HUB) are an integral part of Governor Cooper's vision for an inclusive environment that works for all people.

In celebration of MED Month, DOA's [HUB Office](#) will host the following events in a continued effort to spotlight and encourage minority and women-owned businesses across the state.

- Oct. 25, 2019—Certification Day Training in partnership with the NC DOT Office of Civil Rights and the City of Salisbury from 1 p.m. – 4 p.m. at Rowan-Cabarrus Community College in Salisbury. DOA Deputy Secretary Christy Agner will present Governor Cooper's MED Month proclamation.
- Dec. 5, 2019— Capital MED Week Luncheon from 11:30 a.m. – 2 p.m. at NC State University's McKimmon Center in Raleigh. DOA Secretary Mabelle Sanders will be among the keynote speakers for this event.



2019 HUB Advisory Council Meeting in Greensboro at NC A&T State University

Congratulations



In a ceremony held at the NC Museum of History on October 7, NC Division of Purchase and Contract Service Team Managers Grant Braley and David O'Neal (pictured from left to right) were honored for completing the North Carolina Certified Public Manager Program. Administered by the Office of State Human Resources (OSHR), the program enhances leadership skills of mid-level managers. OSHR Director Barbara Gibson and DOA Secretary Machel Sanders (pictured from left to right) congratulate both Braley and O'Neal for this achievement.



In August, Division of Purchase and Contract Director, Odessa McGlown, completed the NASPO Executive Development Leadership Program at Michigan State University. McGlown was one of 24 participants across the US to embark on a two and a half day program, From August 11—14, 2019, focused on critical thinking and breaking the status quo. NASPO—the National Association of State Procurement Officials—is a nonprofit association dedicated to improving procurement practices across the country through education, promotion of best practices, professional development and research.



DOA Chili Cook-off and Bake-off Fundraiser Event

The DOA Employee Engagement Council coordinated this year's Chili Cook-off event, adding a new bake-off element to help raise funds for Hurricane Dorian relief efforts.

The event raised a total of \$325.00, with more donations expected to come. The event was held in the Administration Building's ground floor training room (G111) from 11:30 am—1:30 pm., with more than 50 DOA employees in attendance.

Attendees contributed a \$5.00 donation to serve as a judge for the chili cook-off, select a bowl of their favorite chili and enjoy a dessert from the bake-off competition.

The event kicked off with the bake-off competition. Jody Cleven (Purchase and Contract), Stacey Hill (Fiscal Management) and Aldesha Gore (Secretary's Office), were pre-selected by the Employee Engagement Council to serve as judges. Rebecca Squires (Facility Management) Pumpkin Roll Cake won first place.

Rounding out the event was the tabulation and announcement of the chili cook-off winner. This year's best chili honor was awarded to Gregory Dunn (Motor Fleet Management).

Thanks to everyone for making this year's chili cook-off and bake-off a success!



(From left to right) Sharee Wooten, Gregory Dunn and Richard Reber

Bake-off Results

1st—Rebecca Squires, Facility Management, Pumpkin Roll Cake

2nd—Sandra Bryant, Fiscal Management, Pumpkin Cheesecake with Ginger Rum Topping

Chili Cook-off Results

1st—Gregory Dunn, Motor Fleet Management, Traditional—Spicy Hot Chili

2nd—Richard Reber, Purchase & Contract, Pumpkin Spice Chili



Rebecca Squires wins for best dessert



DOA staff enjoying event festivities

Acknowledgements



On October 25, 2019, the Burke County Board of Education held a celebration to thank the state of North Carolina for a gift of land. Representing the Department of Administration Deputy Secretary Mark Edwards was among the participants at Liberty Middle School where the ceremony took place.



DOA team, thank you for your support and assistance at the 2020 Census Education Booth at the NC State Fair! The photos only capture a handful of DOA employees who came out to help promote the Census. We had many volunteers and we are truly appreciative. Remember Census Day is April 1, 2020. To see more photos follow us on social media @nccensus.



Domestic Violence Awareness Month: A Spotlight on DOA's Family Violence Prevention Services Act



*The following is a feature from
Jacqueline Jordan, Family Violence
Prevention and Services Act (FVPSA)
Grants-Program Administrator,
Council for Women and Youth
Involvement*

What is FVPSA

FVPSA is an acronym for Family
Violence Prevention Services Act.

FVPSA is committed to providing high quality, efficient and effective sub-recipient customer service through guidance, support services, collaboration, compliance and technical expertise during the life of the grant. Success relies upon the grantees in providing services to communities across the state and in complying with all federal and state guidelines.

FVPSA is a primary federal grant funding stream for local domestic violence programs to provide core services, including crisis response, safe housing, advocacy, counseling, legal assistance, safety planning and comprehensive support.

Specifically, FVPSA's statutory purposes as per 42 U.S.C. § 10401 (b) are to:

- Assist States and Indian tribes in efforts to increase public awareness about, and primary and secondary prevention of, family violence, domestic violence and dating violence; and
- Assist States and Indian tribes in

efforts to provide immediate shelter and supportive services for victims of family violence, domestic violence, or dating violence, and their dependents.

History

In 1984 when FVPSA was first named and authorized, the term family violence was commonly synonymous with domestic violence (violence between intimate partners). However, family violence is now often used more broadly to encompass the diverse forms of violence that occur within families, including child maltreatment, domestic or intimate partner violence, sibling and elder abuse.

During 2014 the North Carolina FVPSA funding oversight was transferred from the North Carolina Department of Health and Human Services to the North Carolina Council for Women and Youth Involvement. The North Carolina Council for Women and Youth Involvement presently receives \$2.9M in federal FVPSA funds.

The \$2.9M in federal funds are allocated to assist 75 statewide domestic violence programs that provide services to citizens in each of the 100 counties. The federal funds also assist 12 unique prevention-specialized service programs including DOA's Commission of Indian Affairs to provide prevention or specialized services in various communities across North Carolina.

Initiatives

FVPSA's present initiatives include increasing access to services in un-served, underserved or inadequately served communities across North Carolina. Some of the barriers that impact access to services due to historical or ongoing systemic and societal or community-based barriers may include race, ethnicity, age, immigration and sovereignty/ indigenous status.

During the month of September, FVPSA funded domestic violence programs and hosted community initiative meetings in Robeson, Carteret, Wake and Alamance counties. The concept of each meeting was to coordinate and collaborate with community stakeholders on ways to improve and increase awareness of resources and access to services in marginalized communities.

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Council for Women & Youth Involvement and InterAct educating and spreading domestic violence awareness

DV Awareness Month, Cont.

In October, FVPSA-funded programs participated in a project that focused on the “Framework of Domestic-Intimate Partner Violence”. Participating programs submitted unique artwork that conveyed how domestic and intimate partner violence impacts the community.

For more information on offered programs and services, visit the [FVPSA website](#) for details.



Artwork submitted by FVPSA-funded programs in promotion of Domestic Violence Awareness Month

Division of Purchase & Contract’s Procurement Academy Officially Opens

The following is a feature from Jody Cleven, Certification Program Coordinator, Division of Purchase and Contract

The Division of Purchase and Contract’s North Carolina Procurement Academy (NCPA) officially opened its doors August 2019. The Academy welcomed 34 procurement professionals from state agencies, universities, and community colleges across the state to serve as students of the pilot class for North Carolina Contract Management Certification (NCCM), as mandated by State law.

NCCM requires participants to fulfill 144 credit hours in-person and 12 additional hours of virtual classes throughout the fall and spring. Classes will be taught by Dr. John Wilkinson, formerly of the National Contract Management Association (NCMA) and facilitated by Dr. Jody Cleven. The program will culminate in a rigorous 4-hour certification exam in February 2020.

Upon passing the exam, candidates will hold the first-

ever NCCM certification.

On the first day of classes, participants were greeted with a 401-page textbook prepared by the NCMA, and 254-page participant workbook developed by the P&C Training Team. The program covers topics such as leadership, guiding principles, and contract life cycle phases.

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Academy facilitators and participants of the pilot class

Procurement Academy, Cont.

Following an analysis of data from the pilot class, NCPA will open program registration to individuals working with contract management across the state beginning in the spring of 2020. For more information on the Procurement Academy, contact Dr. Jody Cleven, NCPA Program Coordinator, at jody.cleven@doa.nc.gov or (919) 807-4563.



Dr. Cleven facilitating one of the many courses offered by P&C's Procurement Academy

DOA Reminders and Updates

Administration Building New Access/Entrance Procedures Front Lobby



Beginning October 1, 2019

- Use **designated Entrance Door** for assigned employees working in the Administration Building.
- Employees assigned to work in the Administration **Building should scan Security Badge** at scanner near entrance door.
- Non-routine or individuals requiring access must enter through designated door.
- **Visitors should stop at the Security Desk** for access to appointed location.

Rear door access will remain as is.

Be In The Know



In October, the Office of State Human Resources launched a new pedestrian safety initiative called WalkSmartNC. According to the NC Division of Motor Vehicles, more than 100 pedestrians were killed in North Carolina last year.

To improve safety in and around the downtown Raleigh area, OSHR is encouraging state employees and residents to provide feedback to the online [Downtown Raleigh Pedestrian Safety Study](#) by November 8.

Manufacturing Week | Sept. 29 - Oct.5

Did you know?

East Carolina Labor Solution LLC, a Greenville-based manufacturer and certified Historically Underutilized Business, produces materials for Raleigh's Downtown District Steam Plant, helping support clean energy efforts within our state. #NCGreen #ManufacturingWeekNC



Recognizing Employees and Milestones Achieved— DOA Service Awards

The below list honors DOA employees by acknowledging years of service within state government. In the September issue, we recognized DOA employees with 20 or more years of service. For the October issue, we acknowledge DOA employees with 10-15 years of service. The November issue will spotlight employees with 5 years of service or less.



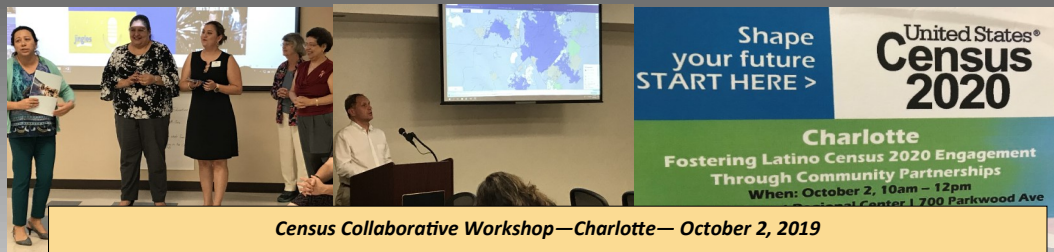
Thank you for your service

Name	Division	Years of Service
Donnell	Human Resources	10
Lisa Campbell	Fiscal Management	15
Mark Edwards	Secretary's Office	10
Antwone Ethridge	Motor Fleet Management	10
Edward Jarvis	Mail Service Center	15
Mary Keef	Motor Fleet Management	10
Raymond Ketchem	Mail Service Center	10
Katie Hall	Secretary's Office	10

Name	Division	Years of
Brian Mobley	Mail Service Center	10
Robert Murchison	Facility Management	10
Richard Reber	Purchase and Contract	10
Joshua Sartin	State Construction	10
Donald Simpson	Mail Service Center	15
George Simpson	Mail Service Center	15
Victor Stephenson	State Construction	15
James Stone	Mail Service Center	10



In Case You Missed It—October Snapshots



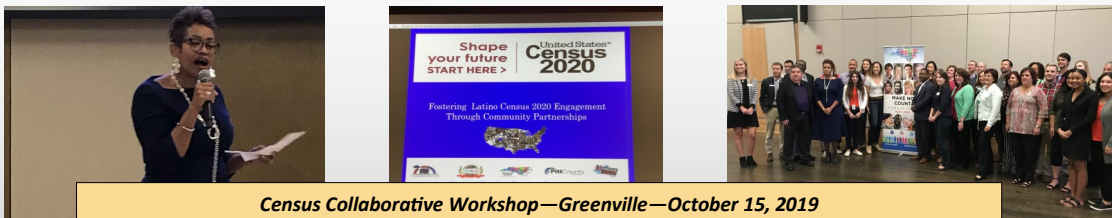
Census Collaborative Workshop—Charlotte— October 2, 2019



(Left Photo) DOA Sec. Sanders and NC Counts Coalition Executive Director Stacey Carless. (Right Photo) Honorable Anita Earls with Sec. Sanders
NC Black Census Summit—Hosted by NC Counts Coalition—Raleigh— October 9, 2019



**SECC Event for Breast Cancer and Domestic Violence Awareness Months—
 Raleigh—October 9, 2019**



Census Collaborative Workshop—Greenville—October 15, 2019



(Left Photo) Sec. Sanders and First Lady Kristin Cooper visited the Center for Family Violence Prevention during Hometown Strong tour in Washington County

(Center and Right Photo) Sec. Sanders offering remarks and introducing Dept. of Environmental Quality Secretary Michael Regan to the HUB Advisory Council Meeting

Hometown Strong Visit—Washington County— October 29, 2019 and HUB Advisory Council Meeting, Raleigh— October 30, 2019

Upcoming Department Events

NOVEMBER 2019

- NC American Indian Heritage Month
- Youth Advisory Council Meeting—Raleigh, NC (November 7)
- State Employees Combined Campaign—Ice Cream Social and Raffle—Raleigh, NC (November 6)
- DOA's Veteran's Day Recognition Event—Raleigh, NC (November 7)
- HUB Certification Workshop—Rocky Mount, NC (November 13)
- Governor's Advisory Council on Hispanic/ Latino Affairs—Raleigh, NC (November 14)
- Martin Luther King Jr Commission Meeting—Location TBD (November 15)
- Women's Entrepreneurship Day (November 19)
- HUB Strategic Purchasing Team Meeting—Raleigh, NC (November 19)
- NC Rural Assembly—Raleigh, NC (November 20—21)
- State Employees Combined Campaign—Krispy Kreme Donut Sale—Raleigh, NC (November 20)
- NC Commission on Inclusion—Durham, NC (November 20)
- 24th Annual American Indian Heritage Celebration (November 23)
- Students Against Destructive Decisions (SADD) Conference—Concord, NC (November 22-24)
- Monthly Capital Project Coordinators Meeting—Raleigh, NC (November 28)

For additional upcoming events, please visit the [DOA SharePoint site](#) for details.

Questions, Comments or Suggestions?

We welcome your feedback and suggestions for newsletter content! If you have a comment, story idea, event, employee or division profile you would like to see featured, please send an email to communications@doa.nc.gov.